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LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

The 13th July 2009

No. 6272-LL-I- (AR) 08/09/LE.— Whereas, certain proposals to revise the minimum rates of wages payable to certain categories of employees employed in 83 employments as mentioned therein were published as required under clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (11 of 1948) in the extraordinary issue No.282, dated the 27th February, 2009 of the *Orissa Gazette* under the notification of the Government of Orissa in the Labour & Employment Department No.1991-LL-I-(AR)8/09/LE., dated the 26th February, 2009 inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said notification in the *Orissa Gazette*;

And, whereas, the representations containing objections and suggestions received within the specified period of two months in respect of the said draft have been duly considered by the State Government and the Advisory Board appointed under section 7 of the said Act, has also been consulted;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the said Act and in supersession of all previous notifications issued in this regard, the State Government do hereby revise the minimum rates of wages payable to the Unskilled, Semi-skilled, Skilled, Highly-skilled categories of employees employed in 83 employments in the whole State as in the Schedule appended herewith to Rs.90/-, Rs.103/- Rs.116/-, Rs.129/- per day respectively. In addition to the said rate of wages, a special allowance called as Variable Dearness Allowance shall be payable @ Rs.2.50 (Rupees two and paise fifty) only per day for every 50 point rise in the All India Consumer Price Index Number (Base 2001-100) for industrial workers, or on the expiry of every block period of two years from the date of coming into force of this notification whichever is earlier as may be notified by the Labour Commissioner, Orissa in the official gazette of the State and the same shall be uniformly applicable to the categories of employees specified above, to be effective from the date as may be directed by the Labour Commissioner, Orissa in the said notification.

SCHEDULE

Sl. No.	Name of the Employment	Categories of Employees	Proposed minimum rates of wages per day
(1)	(2)	(3)	(4)
1.	Agriculture		
2.	Automobile Servicing, repairing garages and workshops.		
3.	Ayurvedic and Unani Pharmacy		
4.	Bakeries and Confectionaries including Biscuit making		
5.	Bamboo Forest Establishment		
6.	Brass and Bell metal Industry		
7.	Carpet Weaving Industry		
8.	Cashew processing establishments		
9.	Cement pipe making and allied products industry		
10.	Ceramic and Pottery Industry		
11.	Chemical Industry		
12.	Cinema Industry		
13.	Clay pottery		
14.	Coil Industry		
15.	Collection of Sal Seeds		
16.	Construction or maintenance of Dams, Embankments, Irrigation Projects and sinking of wells and tanks.	Unskilled	Rs.90.00
17.	Construction or maintenance of roads or in building Operations	Semi-skilled	Rs.103.00
18.	Contingent and Casual employees in Government and other establishments.	Skilled	Rs.116.00
19.	Cotton Ginning and Pressing Industry	Highly skilled	Rs.129.00
20.	Dispensary of Medical Practitioner in any establishment of medical consultant or in any Chemical or Pathological Laboratory		
21.	Distilleries		
22.	Electricity Board		
23.	Finishing Dyeing of yarn and fabrics, painting, knitting and embroidery.		
24.	Fisheries and Sea food Industry		
25.	Forest produce such as Genduli gum, Mahua making of coal and resin.		
26.	Foundry Industry with or without attached machine shop.		
27.	Glass Industries		
28.	Gold and Silver ornaments and articles of artistic design		

(1)	(2)	(3)	(4)
29.	Graphite Industry including beneficiation		
30.	Handloom and Hosiery		
31.	Hotels, Eating Houses and Restaurants		
32.	Ice Factory and Cold Storage		
33.	Jute Industry and Jute Twine Industry		
34.	Kendu Leaf collection		
35.	Khadi Village Industries including manufacture of Khandasari and other products.		
36.	Laundry including dry-washing		
37.	Leather Industry		
38.	Liquefied Petroleum Gas manufacture and distribution		
39.	Local Authority		
40.	Manufacture of brush and brooms		
41.	Manufacture of Coke and Burning Coals	Unskilled	Rs.90.00
42.	Manufacture of Cold drinks, Soda and other allied products	Semi-skilled	Rs.103.00
43.	Manufacture of Electrical Bulbs	Skilled	Rs.116.00
44.	Manufacture of matches, fire works and explosives.	Highly skilled	Rs.129.00
45.	Manufacture of nails and pins		
46.	Manufacture of paints and varnishes		
47.	Manufacture of plastic products including toys.		
48.	Manufacture of Radio by assembling with parts		
49.	Manufacture of ropes		
50.	Manufacture of Utensils including Aluminium and Hindalium products.		
51.	Metal Industry (except the cottage and village scale units).		
52.	Minor Engineering Industry (employment less than 50 persons).		
53.	Motor body building		
54.	Oil Mill		
55.	Paper and Cardboard Industry		
56.	Petrol and Diesel Oil pumps		
57.	Pharmaceutical Industry		
58.	Power loom Industry		
59.	Printing Press		
60.	Private Road Transport		
61.	Private Security Agencies and Private Security Services		
62.	Public Health Engineering		

(1)	(2)	(3)	(4)
63.	Public Motor Transport		
64.	Readymade Garments Industries including Mechanized Trade of Readymade Garment Industry		
65.	Refractory Industry		
66.	Regulated markets, Marketing Societies, Co-operative Societies and Banks.		
67.	Rice Mill, Flour Mill or Dal Mill		
68.	Rubber and Rubber Products Industry		
69.	Salt Pans	Unskilled	Rs.90.00
70.	Saw Mills	Semi-skilled	Rs.103.00
71.	Shops and Establishments		
72.	Siali leaf pluckers	Skilled	Rs.116.00
73.	Soap and Detergent Manufactory	Highly skilled	Rs.129.00
74.	Social Forestry		
75.	Spinning Mills		
76.	Stone breaking or Stone crushing		
77.	Tamarind collection		
78.	Tile and Brick Making		
79.	Timber Trading (excluding felling and sawing)		
80.	Timber Trading (including felling and sawing)		
81.	Tobacco (including Bidi making) Manufactory		
82.	Trunks, Suitcase and Bucket manufactory		
83.	Wood works and furniture making industries		

Explanation- for the purpose of this notification-

1. The minimum rates of wages are all inclusive rates including the basic rates, the cost of living allowances and the cash value of the concessional supply if any of essential commodities;
2. The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest;
3. The minimum rates of wages are applicable to employees employed by contractors also;
4. The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category;
5. There shall not be any discrimination between male and female workers in the matters of payment of minimum wages in any category of employment;

6. "Unskilled" work means work which involves simple operation requiring little or no skill or experience on the job ;
 7. "Semi-skilled" work means work which involves some degree of skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes un-skilled supervisory work;
 8. "Skilled" work means work which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgment; and
 9. "Highly skilled" work means work which calls for a high degree of performance and full competence in the performance of certain tasks, acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility for the judgment or decisions involved in the execution of these tasks.
10. An adult employee shall work for 8 (eight) hours per day excluding half an hour of rest.

By order of the Governor
JAGAR SINGH
Commissioner-cum-Secretary to Government